

DU_]ghUb`VYg]Y[h'6Ub[`UXYgW`a`YfghYb
H&\$`a]h' +`Fi bg`GdUbbi b[`di f°

DU_]ghUb`VYg]Y[h'6Ub[`UXYgW`a`YfghYb`H&\$!A UhW`b
@U\cfY`a]h' +`Fi bg/< UgUb`5`i bX`GU`a Ub`5[\U`[`AbnYb
]a`Gd]Y`"



; UXXUZ]`GhUX]i a ž`@U\cfYž`DU_]ghUb`!`DU_]ghUb`\Uh`XUg
9fÖZZbi b[ggd]Y`XYf`XFY]hY`][Yb`H&\$!GYf]Y`[Y[Yb`6Ub[`UXYg`Ua
; UXXUZ]`GhUX]i a `]b`@U\cfY`a]h' +`Fi bg[Yk`cbbYb`"6Y]XY`HYUa`g
ghUbXYb`g]W`Ua`&, "A U] &\$&)`[Y[YbØVYf`i bX`DU_]ghUb`VY[Ubb
a]h`XYa`GW`U[Ybž`bUW`XYa`XUg`HYUa`XYb`A Øbnk`i fZ[Yk`cbbYb
\UhhY`"9g`Y[hY`Y]bY`; YgUa`hdi`b_hnU`\`j`cb`&\$%`Fi`bg`ZØf`+
K]W_Yhg]`cfž`k`Å\fybX`6Ub[`UXYg`\`bUW`%-`ž`&`Cj`Yfg`ZØf`%*(`Fi`bg
Ui`g`XYa`Gd]Y`[Ybca`a`Yb`k`i`fXY`ž`k`]Y`5`>UnYYfU`VYf]W`hYh`"

8Yf`dU_]ghUb]gW`Y`7UdhU]b`GU`a`Ub`5[\U`k`Uf`a`]h)`*`Fi`bg`Ui`g` (
6Å`Yb`XYf`Hcd!GW`fYf`XYg`Gd]Y`gž`XYf`UW`h`J`]YfYf`i`bX`Y]bYb`G]I`Yf
gW`i`["` ,`VYffUgW`YbX`k`Uf`XYf`ZfØ`Y`F`ØW`gW`U[`ZØf`DU_]ghUb`ž`XUg
]b`XYb`YfghYb`Cj`Yfg`gW`cb`a`]h)`Fi`bg`ZØf`&`K]W_Yhg`XUghUbX`"

8cW`XUb`Y]bYf`ghUV]`g]YfYbXYb`DUf`hbYfgW`UZh`j`cb`)%`F`i`bg`nk`]gW`Yb`5[`\U`i`bX`A`c`Ua`a`UX`<Uf]gž`XYf`&)`F`i`bg`VY]ghY`i`YfhYž`ZUb`X`X]Y`A`UbbgW`UZh`ni`f0W`_]bg`Gd]Y`" <UgUb`B`Uk`Un`"]ZYfhY`YVYbZU`g`Y]bY`ghUf`_Y`@Y]ghi`b[`i`bX`Yfn]Y`hY`((`F`i`bg`Ui`g`&&`6Å`Ybž]b`_i`g]`Y`j`]Yf`G]i`Yfb"

<Yfc]gW`Y`6ck`_]b[`!@Y]ghi`b[

8]Y`6ck`_]b[`!DYfZcfa`UbW`j`cb`<UgUb`5`]k`Uf`Y`bhgW`Y]XYbX`Z0f`DU_]ghUbg`9fZc`["`8Yf`Vck`Yfž`XYf`bUW`Y]bYa``>U`f`ni`f0W`_Y`fhYž`Yfn]Y`hY`Y]bY`Z0bZ`K`]W`_Yh`<Ui``a`]h`VYY]bXfi`W`_YbXYb`)`K`]W`_Yhg`Z0f`"\$`F`i`bg`i`bX`hfi`[`Y`bhgW`Y]XYbX`ni`f`B]YXYf`U[`Y`j`cb`6Ub[`\UXYg`\`VY]"`GY]b`9]bZi`gg`k`Uf`XYi`h`]W`_ni`gd0fYbž`U`g`Yf`i`bhYf`UbXYfYa``XYb`7UdhU]b`@]hcb`8Ug`Y`bhV`0»`hYž`XYf`ni`j`cf`(`,`F`i`bg`Yfn]Y`h`\UhhY`i`bX`a`]h`HUK`\]X`<f]Xcmž`XYf`%+`F`i`bg`a`UW`hYž`Y]bY`k`]W`h][`Y`DUf`hbYfgW`UZh`j`cb`*` `F`i`bg`V]`XYhY"

G\UXUV`?\`Ubž`XYf`U`g`Gd]Y`Yf`XYg`Gd]Y`g`Ui`g[`YnY]W`bYh`k`i`fXYž`ghY`i`YfhY`bYVYb`gY]bYb`(`,`F`i`bg`j`cb`&)`6Å`Yb`Ui`W`_&`K`]W`_Yhg`Z0f`&*`F`i`bg`VY]"`>`XYb`Y`hnhYb`Z0bZ`C`j`Yfg`_`c`bbhY`DU_]ghU`b`ni`XYa``),`F`i`bg`Yfn]Y`Ybž`k`Ug`XUg`HYUa``]b`Y]bY`ghUf`_Y`Dc]g]h]cb`VfUW`hY"

6Ub[`\UXYg`\`g`GW`k`]Yf][`_Y]hYb

6Ub[`\UXYg`\`g`5bhk`cfh`Ui`Z`X]Y`<YfUi`gZcfXYfi`b[`j`cb`DU_]ghU`b`k`Uf`Y`bh`À`i`gW`Y`bX`i`bX`k`i`fXY`ni`bY`a`Y`bX`j`cb`XYb`k`0hYbXYb`6ck`Yf`Y]ghi`b[`Yb`[`Ygh0fh`"B`UW`_XYa``J`Yf`i`gh]`cb`@]hcb`8Ug`i`bX`k`Y]hYfYb`K`]W`_Yhg`k`Uf`XYf`J`YfZU`"XYf`>b]b[`g`i`bUi`Z`U`hVUf`">U`_Yf`5`]k`Uf`a`]h` `*`F`i`bg`XYf`nk`Y]hVYghY`GW`cfYfž`XU`X]Y`A`UbbgW`UZh`hf`ch`n`Y]bYf`j`]Y`j`Yfgd`fYW`Y`bXYb`*` `!fi`b`DUf`hbYfgW`UZh`b]W`h`i`i`»`ZUggYb`_`c`bbhY`"5`Y`gYW`g`6Yb[`U`Yb`6ck`Yf`_`c`bbhYb`nk`Uf`K`]W`_Yhg`Yfn]Y`Ybž`XcW`_Y]bYf`_`c`bbhY`X]Y`8fUa`Uh]`_`XYg`Gd]Y`g`Y`bhgW`Y]XYbX`VYY]bZi`ggYb"

8]Y`YfghY`H`&`\$`!`B]YXYf`U[`Y`[`]Vh`DU_]ghU`b`Y]bY`%`!`\$`:`0`fi`b[`]b`XYf`GYf]Yž`X]Y`Ua``:`fY]hU[`a`]h`XYa`nk`Y]hYb`Gd]Y`Zcfh[`YgYhnh`k`]fX`"6Ub[`\UXYg`\`!`7UdhU]b`@]hcb`8Ug`ZcfXYfhY`bUW`_XYa``Gd]Y`Y]b`VYggYfYg`i`bX`_`c`bg]ghY`bhYfYg`Gd]Y`gY]bYf`A`UbbgW`UZh`ž`i`a``]b`XYb`

j YfV`Y]VYbXYb`6Y[Y[bi b[Yb`YfZc`[fY]Wk`ni`gY]b"8]Y`YhnhYb
 VY]XYb`Gd]Y`Y`XYf`GYf]Y`Z]bXYb`YVYbZU`g]a` ; UXXUZ]`GhUX]i a
 ghUhhž`Y]bYa`C fhž`XYf`]b`XYf`J Yf[Ub[Yb`Y]h`GWk`Ui d`Uhn
 nU`fY]Wk`Yf`gdUbbYbXYf`6Y[Y[bi b[Yb`nk`]gWk`Yb`DU_]ghUb`i bX
 6Ub[`UXYg`k`Ufž`k`]Y`7 f]Wk`hU`]b`gY]bYb`]ghcf]gWk`Yb
 5i ZnY]Wk`bi b[Yb`Yf] cf`YVh"

8YhU]`g	
J cfZU``	Gdcfh
C fh	; UXXUZ]`GhUX]i a ž`@U`cfYž`DU_]ghUb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"Wk`a • gdcfhghUf`h`Y`]bXi "Wk`a • k k k "Wf]Wk`hU`"Wk`a

6Ygi Wk`Yb`G]Y`i bg`Ui Z.`b!U["bYh